

ANNUAL REPORT



2002



STATE OF MICHIGAN

JENNIFER M. GRANHOLM
GOVERNOR

MICHIGAN CIVIL RIGHTS COMMISSION
LANSING

NANETTE LEE REYNOLDS, Ed.D.
DIRECTOR

January 2003

The Honorable Jennifer M. Granholm
Members of the Michigan Legislature
People of the State of Michigan

The Michigan Civil Rights Commission and the Michigan Department of Civil Rights proudly present to you our annual report for fiscal year 2002.

Nearly 40 years ago, a new state constitution spoke the Commission into existence with a mandate that empowered it to enforce and champion equal rights for all residents of this state.

As it has done for the past four decades, the Commission and its Department continue to work diligently to be relevant, effective and dedicated to responding to the needs of every man, woman and child in the State of Michigan. We realize that combating discrimination involves more than just investigating complaints; preventative educational measures can be just as effective. To this end, we have poured considerable resources into nurturing relationships with a wide array of organizations and institutions around the state and into teaching them about civil rights laws. This measure has won us considerable praise, and is just one example of why the Michigan Department of Civil Rights remains a model to other human rights agencies around the country.

We never lose sight of the fact that relationship building is a critical component of our effectiveness. That's why we have vastly expanded our network of relationships with other human rights groups, employers, religious organizations and law enforcement agencies in recent years. These relationships paid off well during the frenzied months following the tragedies of September 11, 2001.

As we review our nearly 40 years in existence, we can look back with pride at the progressive steps we've taken to empower all people in this state. But we also look with considerable optimism at what the future holds for both this agency, the Michigan Civil Rights Commission and civil rights in Michigan.

Respectfully submitted,

Gary Torgow, J.D.
Commission Chair

Nanette Lee Reynolds, Ed.D.
Department Director

Bishop George E. Brown • Albert Calille, J.D. • Evelyn L. Crane, Ed.D. • Dr. Yahya Mossa Basha • Dr. Tarun K. Sharma
Valerie P. Simmons, J.D. • Gary Torgow, J.D. • Francisco J. Villarruel, J.D.

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Civil Rights Commission Members



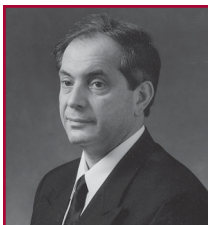
Chair Francisco J. Villarruel, J.D.
Plymouth Township
1994

Vice Chair Gary Torgow, J.D.
Oak Park
1998



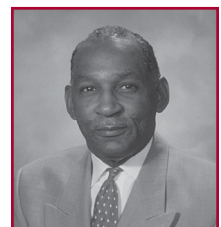
Secretary Albert Calille, J.D.
Plymouth
1998

Treasurer Valerie P. Simmons, J.D.
Grand Rapids
1998



Dr. Yahya Mossa Basha
West Bloomfield
1999

Bishop George E. Brown
Detroit
2000



Evelyn L. Crane, Ed.D.
Detroit
1994

Dr. Tarun Sharma
Grosse Pointe
2001



Michigan Department of
Civil Rights Director
Nanette Lee Reynolds, Ed.D.
1993



Overview

The Michigan Civil Rights Commission will celebrate its 40th anniversary beginning in mid-2003. The Commission was formed in 1963 when strict measures against discrimination were added to the Michigan Constitution, and had its first formal meeting in 1964. The Michigan Civil Rights Department (MDCR) was established by the state legislature in 1965. The Department consists of the staff who help implement the Commission's policies. The Department enforces the state's civil rights laws through the following five service options: information, referral,

outreach and education, mediation and complaint resolution. Michigan's progressive civil rights laws extend protections against unlawful discrimination to everyone residing in the state of Michigan in the following categories: religion, race, color, national origin, sex, age, marital status, and disability in the areas of employment, education, housing, public accommodations or public service. Also included under the list of protections are height, weight, and misdemeanor arrest record in the area of employment, and familial status in the area of housing.



Civil Rights Commissioners bid farewell to case counsel William Mann at his last Commission meeting. Left to right: Albert Calille, Evelyn Crane, William Mann, George Brown, Gary Torgow, Yahya Mossa-Basha and Ron Robinson, case counsel from the Attorney General's office. Commissioner Tarun Sharma is pictured in the back.

The Michigan Civil Rights Commission

The Michigan Civil Rights Commission is made up of eight bipartisan men and women from across the state who are appointed by the Governor to staggered four-year terms. The Commissioners come from all walks of life and tend to be leaders in areas such as law, medicine, religion, business and education. The Commission's membership is diverse in its religious, ethnic and racial makeup. The Commission holds regular public meetings. In an effort to make its meetings more accessible to all of the state's residents, the Commission

holds its meetings around Michigan. In recent years, the Commission has held meetings in Marshall, Grand Rapids, Lansing and Dearborn, among other cities.

The Commission's meetings provide an opportunity for members of those communities to come forward to discuss civil rights issues that are of concern to them. Members of the public may also learn about the inner workings of the Commission and the Department and about some of the cases before the Commission.



MDCR Commissioner Francisco Villarruel addresses an audience at a breakfast at the 66th annual convention of the Michigan State Conference NAACP.

Office of the Director

Dr. Nanette Lee Reynolds, director of the Michigan Department of Civil Rights, is the Department's longest serving director. Although the Department director sits on the Governor's Cabinet, the director is appointed by the Commission. Accordingly, Dr. Reynolds is one of several department heads in state government who owes her job to a policy-making Commission. During her nearly 10-year tenure, she has overseen the critically acclaimed re-engineering of the Department.

She has molded it into one of the most innovative, most respected agencies of its kind in the country. Civil Rights administrators from states including New Jersey, North Dakota, Massachusetts, Florida, Ohio, Pennsylvania, Indiana and Iowa have sought her advice. She has initiated a statewide project that monitors and helps communities respond effectively to hate crimes, and vastly expanded the agency's service options. Dr. Reynolds' varied activities are described throughout this report.



Director Reynolds with 25-year colleagues. Left to right: Wanda Saxson, John Golaszewski, Leila Saba-Hanna, Candace Chivis, Shirley Abdul-Rasheed, Lena Scott and Gregory Few.



Director Reynolds after receiving an award at the Annual Women's Leadership Conference.

Commission News

Amicus Briefs

The Michigan Department of Civil Rights (MDCR) joined with other civil rights organizations in filing amicus briefs to the U.S. Supreme Court in two different cases in FY 2001/2002. An amicus brief is one filed by a party that is not involved in a particular litigation. In such cases, the uninvolved party is permitted to advise the court on a matter of law.

In *EEOC v Waffle House, Inc.*, MDCR joined with the State of Maryland Commission on Human Relations in filing an amicus brief to the U.S. Supreme Court in support of the Equal Employment Opportunity Commission (EEOC).

In this case the charging party, Eric Baker, had signed an application for employment with Waffle House that required him to submit "any dispute or claim" concerning his employment to binding arbitration. Sixteen days after Baker began his employment he suffered a seizure at work and was discharged shortly after. Baker never initiated arbitration proceedings but instead filed a charge of discrimination with the Equal Employment Opportunity Commission (EEOC) alleging that his discharge violated the Americans with Disabilities Act (ADA).

Following an investigation, the EEOC filed suit in Federal District Court alleging that the employment practices of Waffle House, including Baker's discharge, violated the ADA. The complaint requested injunctive relief to eradicate the effects of Waffle House's unlawful employment practices. It also sought back pay and reinstatement as well as compensatory and punitive damages for Baker.

Waffle House petitioned the court under the Federal Arbitration Act (FAA) to compel

arbitration or dismiss the action. The court denied the petition and Waffle House appealed. The appeals court concluded that the arbitration agreement which Baker had signed did not foreclose the EEOC's enforcement action because the EEOC was not a party to the contract and had independent statutory authority to bring suit in federal court. But the court also held that the EEOC was limited to seeking injunctive relief and precluded from seeking victim-specific relief because the FAA policy favoring enforcement of private arbitration agreements outweighs the EEOC's right to proceed in federal court when it seeks to vindicate private, rather than public, interests. The EEOC appealed.

The Supreme Court held that an agreement between an employer and an employee to arbitrate employment-related disputes does not bar the EEOC from pursuing victim-specific judicial relief, such as backpay, reinstatement and damages, in an action to enforce the ADA.

The Court noted that the EEOC exercises the same enforcement powers and follows the same procedures under Title VII and the ADA and that both statutes unambiguously authorize EEOC to seek both injunctive and victim-specific relief. The Court found nothing in those statutes or prior cases to indicate that an arbitration agreement between private parties changes EEOC's statutory function or the remedies that are otherwise available.

In *National Railroad Passenger Corporation v Morgan*, MDCR joined with the Impact Fund, a non-profit legal foundation, in filing an *amicus* brief with the U.S. Supreme Court in support of the charging party.

In this case the charging party, Abner Morgan, a Black male, filed a charge of discrimination and retaliation with the

EEOC against Amtrak, and cross-filed with the California Department of Fair Employment and Housing. Morgan alleged that he had been subjected to discrete discriminatory and retaliatory acts and had experienced a racially discriminatory work environment throughout the course of his employment. After the EEOC issued a "Notice of Right to Sue," Morgan filed a lawsuit alleging discriminatory acts. The District Court held that Amtrak could not be held liable for conduct occurring more than 300 days before the filing of the EEOC charge.

The Ninth Circuit Court of Appeals reversed the decision. The Supreme Court held that under Title VII a plaintiff who alleges discrete acts of discrimination or retaliation must file a charge with the EEOC within the appropriate 180- or 300-day period after an "alleged unlawful employment practice occurred." However, a charge alleging a hostile work environment claim will not be time barred so long as all the acts which constitute the claim are part of the same unlawful employment practice and at least one act falls within the filing period.

Consent Orders

When it is determined that unlawful discrimination can be shown by a preponderance of legally admissible evidence, the Department issues a formal charge against the respondent and schedules a public hearing. In fiscal year 2001/2002, the Department of Civil Rights issued nine charges:

- A woman alleged that her employer created a hostile work environment by subjecting her to unwelcome acts of sexual and weight-based harassment. She accepted a settlement of \$3,000.
- A woman alleged that her employer created a hostile work environment by subjecting her to unwelcome acts of sexual harassment that caused her to be constructively discharged. She accepted a settlement of \$12,000.
- A woman alleged that her employer discriminated against her on the basis of sex by paying her less than similarly situated male employees. She also alleged being subjected to sexual harassment by her supervisor. She accepted a settlement of \$5,000.
- A 55-year-old woman alleged that her employer discriminated against her on the basis of age by removing her from a coaching position. She was later hired as a coach for another school within the same school district. She accepted a settlement of \$6,867.
- A man alleged he was discriminated against on the basis of a perceived disability. He had applied for and was offered a maintenance/mechanic position pending a medical examination. After the medical examination, the claimant alleged that the respondent revoked its offer of employment based upon a perceived disability of carpal tunnel syndrome. Subsequent to the issuance of a charge, but prior to the hearing, the claimant accepted a settlement of \$1,000.
- A woman alleged that her employer discriminated against her on the basis of disability. The claimant requested an accommodation in order to work overtime, which was denied. She accepted a settlement of \$2,500.
- A 61-year-old African-American woman alleged that her employer discriminated against her on the basis of race and age by denying her a promotion to a supervisory position. She accepted a settlement of \$5,282.
- A 51-year-old woman alleged that the respondent failed to hire her as a social

worker because of her age. She accepted a settlement of \$3,000.

- A woman alleged that her employer created a hostile work environment by subjecting her to unwelcome sexual advances as well as unwelcome verbal and physical contact, including sexual assault and rape, resulting in her constructive discharge. She accepted a settlement of \$75,000.

Commission Decisions

The Michigan Civil Rights Commission (MCRC) issues a final order when a case has not been resolved at any prior step of the enforcement process. The Commission issues a final order after reviewing the report of a hearing referee, the hearing transcript, briefs and after hearing oral arguments of the parties. A final order of the Commission may be appealed to the circuit court within 30 days of service of the order, and is enforceable by the court.

Following are summaries of the two final orders issued by the Commission in FY 2001/2002:

- **Koslosky v Grand Rapids Amateur Hockey Association., No. 157584-PA34**

A hearing impaired 12-year-old boy alleged that the Grand Rapids Amateur Hockey Association (GRAHA) had unlawfully denied his request for accommodation to provide him with a sign language interpreter for hockey games and practices. The threshold issue in this case was whether the hockey league constituted a place of public accommodation and, therefore, came within the jurisdiction of the Persons With Disabilities Civil Rights Act (PWDCRA).

Two Commissioners submitted proposed opinions to the Commission. Neither of the proposed opinions was

adopted by a majority vote of the Commission and the case was dismissed without a finding.

The first proposed opinion found that respondent hockey league was neither a place of public accommodation nor a public service under the PWDCRA.

The second proposed opinion found that the respondent was both a place of public accommodation and a public service under the PWDCRA. This opinion also found that the requested accommodation of a sign language interpreter for the hearing impaired boy was reasonable and would not constitute an undue hardship on the respondent. The Commission was divided on this case and voted 4-4. It was the Commission's first tie vote on a case in its history.

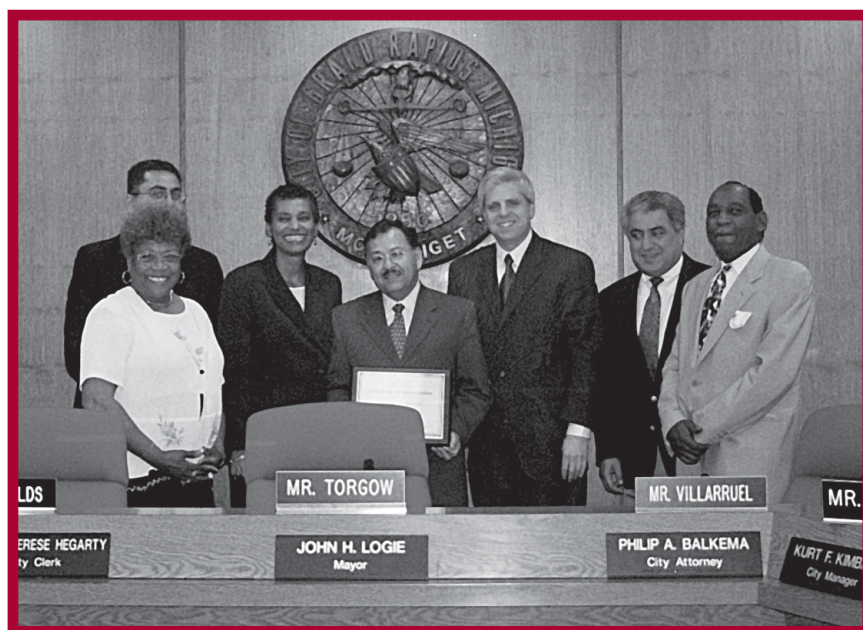
- **Bell v Ranir DCP Corp., No. 151858-EM07**

A man employed by respondent Ranir DCP Corporation alleged he was sexually harassed by his female supervisor and constructively discharged. The claimant had been continuously subjected to his supervisor's demands for sex during his tenure as a material handler with the respondent. The claimant's rejection of his supervisor's demands for sex ultimately led to intense scrutiny of his work performance. Eventually, the claimant was counseled for absenteeism by another supervisor. The supervisor suspended the claimant for three days for insubordination, at which time claimant informed the supervisor he was quitting.

The Commission found that claimant failed to establish a quid pro quo sexual harassment claim because his refusal to submit to his supervisor's sexual

demands did not result in a tangible job detriment. The evidence showed that the claimant was not constructively discharged but rather voluntarily quit his job out of anger due to being suspended. The Commission found that a reasonable person in the claimant's position would not have felt compelled to quit over the suspension. However, the Commission also found the evidence supported a claim for a

hostile environment and sexual harassment. The evidence showed that the supervisor's unwanted advances interfered with the claimant's work performance and created an intimidating and offensive work environment. The claimant was awarded \$50,000 in damages for emotional distress and mental anguish and \$13,170 in attorney fees.



Outgoing Commission Chair Francisco Villarruel is presented with a plaque by the Commission.

Complaint Investigation

The Department of Civil Rights is more than just a law enforcement agency that investigates cases of unlawful discrimination. Department colleagues also engage in complaint resolution and mediation, referrals and offer information to both customers and respondents alike. The Department also reaches out to communities, schools and organizations around the state by offering various forms of preventive training, a speakers' bureau and crisis intervention.

During this fiscal year, MDCR colleagues doggedly pursued thousands of discrimination cases. Discrimination cases are handled by civil rights representatives who work in MDCR's Office of Civil Rights Operations.

Some Notable Settlements

Mark Bishop, a Lansing civil rights representative, handled the Meridian Mall cases in which 10 Black students from Michigan State University in East Lansing were evicted from the mall by security officers for no apparent reason. A settlement was reached in the amount of \$11,000, including \$1,000 to an African American production group and changes in the mall's policy.

Maurice Anderson, a civil rights representative in Lansing, settled a case in which a claimant had alleged discrimination on the grounds of race and disability. The claimant received a cash settlement of \$25,000.

In one Lansing case in which sexual harassment was alleged, the claimant received a cash award settlement of \$14,000 (minus applicable taxes).

One of the most controversial cases the Department was involved with in the past

year stemmed from a debate over the use of the "Redskins" nickname by Marshall High School sports teams. The Commission passed a resolution opposing the use of this name as well as that of other Indian nicknames or mascots. Kalamazoo team members worked tirelessly on the nickname debate, which had divided the community of Marshall for more than a year. MDCR colleagues attended public forums and school board meetings. They spoke to community members and held countless discussions about the "Redskins" nickname, which had been used by Marshall High School for over 70 years. A formal complaint was filed with MDCR by the mother of an American Indian student from Marshall High School and after much hard work, a resolution was reached between all parties resulting in, among other things, the retirement of the nickname by the Marshall school district.

A complaint investigated by the Kalamazoo team was pursued by the Michigan Attorney General's office. The case involved a man who had not disclosed to his employer that he was HIV positive. After he cut himself at work, the employer found out about his HIV status and fired him. This case reached a settlement in which the man received a monetary amount and the respondent conducted training for all of its employees regarding civil rights laws and HIV education. The Kalamazoo team conducted this training in partnership with CARES (Community AIDS Resource & Education Services of Southwest Michigan).

Janet Dillard, a Detroit civil rights representative, worked on a case in which a Black female employee of a Dearborn-based company alleged constructive discharge due to sex harassment and sexual assault. The Department issued a charge of discrimination against the company. The

case went before a hearing referee, but was settled before the hearing was concluded. The claimant received \$75,000 and the company agreed to get all its employees trained in preventing sexual harassment.

Linda McLin, a Detroit civil rights representative, worked on two similar cases against the same respondent that got each claimant his job back as well as \$30,000 in back pay and lost benefits. In one of the cases, the claimant, a Black man, alleged he was fired because of his age, race and height. In the second case, the claimant, a Hispanic man, also alleged discrimination on the grounds of age, race and height.

Detroit Civil Rights Representative Aaron Henderson investigated a complaint brought by a Black woman against a university where she worked as director of employee relations. The woman alleged she was subjected to unequal terms and conditions because of her race. In the end, she received a \$55,000 cash settlement from the university.

A man who was turned down for a job at the Detroit Water and Sewerage Department because he tested positive for methadone filed a disability discrimination charge with MDCR. The man said he was a recovering drug addict and had tested positive for methadone. Detroit Civil Rights Representative David Sanderling handled the case. In addition to getting the \$38,688-a-year job, the man was given back pay and seniority dating back to the day he was first rejected.

Detroit Civil Rights Representative Gina Fagerman got a 67-year-old woman who alleged she had been fired because of her age reinstated to her job.

Betty Reynolds, a Detroit civil rights representative, got a Black man who charged he had been fired because of his race reinstated to his \$55,452 a year job. The man charged he had been subjected to

unfair working conditions, harassment and dismissal because of his race.

In *Fizan Husein v Hollingsworth Logistics*, the female claimant alleged she was unfairly discharged after complaining about sexual harassment. She declined offers to get her job back, and opted to take a \$6,000 settlement instead.

In *William Watt Jr. v Detroit Academy of Arts and Sciences*, the claimant, a teacher, alleged his contract was not renewed after he complained about sexual harassment from students. He did not want his job back, and settled instead for \$13,846 in back pay.

A team of MDCR colleagues led by Special Projects Manager Gregory Petty served on the two-year Home Depot monitoring team. The team, which included Civil Rights Representatives Gregory Few, Janet Dillard, Charles Davidson and Executive Assistant Joan Blair, was assembled as part of a settlement agreement with the company in 2000. Part of the monitoring agreement included making periodic store visits and participating in quarterly meetings. The project was successful in opening communication between the parties and resulted in tangible improvements in Home Depot's EEO procedures and expanded diversity training for its employees.

Requests for Reconsideration (Rule 7)

The Reconsideration Team (Recon Team) receives correspondence from customers or claimants seeking a review of a team decision on their Statements of Concern or complaint. The Recon Team reviews the material submitted by the customer/claimant and the file. The team member then recommends that the request be granted. If a request for reconsideration is denied the customer/claimant can appeal that decision by filing in a Michigan circuit court within 30 days of the receipt of the denial determination.

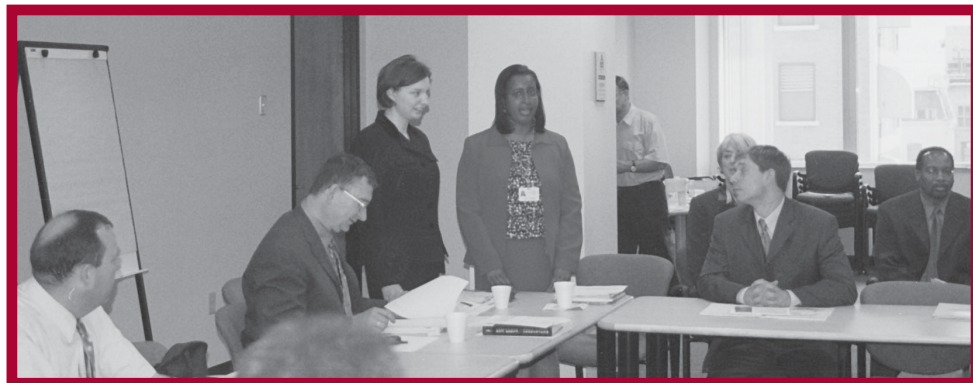
Compared to the previous year, the inventory of reconsideration requests has fallen sharply. At the end of the 2001 fiscal year, there were 54 pending Statements of Concern (SOC) requests for reconsideration. At the end of the 2002 fiscal year, there were 11 SOC requests pending. This dramatic drop in numbers is due largely to the efforts of Reconsideration Team members Joan Blair and Donna Paruszkiewicz, the team coordinators (that is, the team leaders of the civil rights representatives), and the Coach Attorney Team, who eliminated the inventory through their conscientious attention to reconsideration requests.

Coach Attorney Team

Members of the Coach Attorney Team serve as legal advisors to the teams. Coach attorneys attend most team meetings and are responsible for educating the teams on current legal issues and legal strategy as cases wind their way through the resolution process. One highlight of this past fiscal year was the appointment of Coach Attorney Kimberly Woolridge as a special assistant in the office of the Michigan Attorney General. It was the first time an attorney from another state department has been deputized as a special assistant attorney general. Under this designation, she will be allowed to represent the state in a court of law.

In *Curry v Troy Police Department*, a racial profiling case, the Attorney General and the Coach Attorney Team successfully defended the Department's authority and its rights to obtain certain documents during an open investigation. Another case, *Emmick v Royalwood Cooperative Apartments*, presented an issue of first impression - a first presentation of a question of law to a court - in Michigan involving a companion animal and accommodation in housing. The matter of *Koslosky v Grand Rapids Area Hockey Association* also presented a case of first impression involving public accommodation in athletics. In this case, a youth hockey player requested the hockey association provide a sign language interpreter during games and practices.

Finally, in a case that was perceived as a threat to provisions in the Elliott-Larsen Civil Rights Act, the Coach Attorney Team provided invaluable assistance by writing an *amicus* brief in *Burns v City of Detroit*. In this case, which went all the way to the Michigan Court of Appeals, a female city employee had sued on the grounds that she was frequently subjected to lewd, profane and sexist comments from her male co-workers. She contended that her employers did not do anything to stop it. The appeals court held that the use of lewd, profane and sexually explicit language in the workplace is not protected speech under the first amendment.



MDCR frequently plays host to visitors from around the world. MDCR received human rights workers from Russia. Sylvia Elliott, MDCR's managing attorney of the Coach Attorney Team, chatted with one of the visitors while an interpreter looked on.

Outreach

In addition to complaint investigation, MDCR believes that one of the best ways to carry out its mission of eliminating unlawful discrimination is by holding preventative and educational programs that benefit both potential claimants and respondents. Outreach, the development of relationships with other groups around a common interest or goal, is a critical component of the mission of the Michigan Department of Civil Rights, and is balanced with our complaint investigation efforts. Outreach activities include networking, sharing information, community organizing, enhancing communications around issues of common concern, crisis intervention, offering technical assistance, and facilitating learning opportunities that lead to new options in customer service delivery. Examples of such efforts are relationships made with municipalities and county governmental units, federal, state and local law enforcement agencies, civil and human rights agencies, business educational institutions, and advocacy groups.

On April 15, 2002, MDCR's Contract Compliance Team (CCT) hosted a business summit designed to bring together merchants and business organizations from the Detroit metro area. The primary objective was to help them identify common interests and concerns. The meeting, which was held at the DTE building in downtown Detroit, was co-sponsored by the National Conference of Community and Justice (NCCJ) and DTE Energy. Participants at the summit included the Associated Food Dealers, the American Arab Chamber of Commerce, the Hispanic Chamber of Commerce, the Native American Business Alliance and the Michigan Asian Pacific Chamber. A representative from the office of Detroit

Mayor Kwame Kilpatrick also attended. The participants collectively identified and prioritized 31 issues. There was an overwhelming interest in meeting again and a strategy for future meetings is being considered.

CCT colleagues held and participated in several other notable activities. These included workshops around the state of Michigan informing the business community about equal employment opportunity and state procurement requirements, the annual Minority Business Conference sponsored by Lewis College of Business in Detroit, and the Michigan Minority Procurement Conference. There were discussions with contractor associations, skilled trade unions, and representatives of the UAW and the AFL-CIO to explore initiatives that would increase the available pool of people of color and women in skilled trades.

One of the most rewarding outreach events conducted by the Kalamazoo team was a diversity training session for the transportation department of the Portage Public Schools. Portage Public School officials reported that the presentation had a positive impact on their employees.

Director Nanette Lee Reynolds worked diligently at building close relationships with other groups around the state. In January, she addressed more than 700 employees at the Focus:HOPE Martin Luther King Day event, which was held at the Henry Ford Museum in Dearborn. A few days earlier, she was a guest speaker on the Alma College campus in Alma, Michigan where she helped educate the more than 100 students, faculty and staff who gathered to hear her speak about diversity. In April, she was the keynote speaker at the annual meeting of Hate Free Traverse City, a civil rights group that

attempts to promote racial and ethnic harmony while stamping out all forms of discrimination in that city. The following month she was a keynote speaker at the function of another civil rights group, the Bridge Center for Racial Harmony in Saginaw. Throughout the year, she attended several NAACP Freedom Fund dinners, including one in Albion, Michigan in October 2001, where she was the keynote speaker.

Director Reynolds continues to remain active in many civil rights organizations around the state. She regularly meets with leaders of the Detroit Branch NAACP, the largest and most influential branch of that organization in the country. She also serves on the board of the National Conference of Community and Justice (NCCJ) and the advisory committee of the American Arab Anti Discrimination Committee. She is active with organizations such as the National Association of Human Rights Workers (NAHRW) and briefly served on the board of Women Executives in State Government (WESG). At the freedom fund dinner of the Detroit Branch NAACP, reportedly the largest dinner of its kind in the country, Director Reynolds was one of the select guests invited to sit on a dais.

Following is a list of other outreach initiatives with other organizations coordinated through MDCR's Partnership Team during the past fiscal year:

- MDCR collaborated with the Detroit Branch National Association for the Advancement of Colored People in drafting the City of Detroit ordinance related to predatory lending.
- MDCR worked closely with the Detroit district office of the Equal Employment Opportunity Commission (EEOC) in its outreach to cultural communities. MDCR colleagues also teamed up with EEOC colleagues in assembling two

presentations for EEOC's Technical Assistance Programs (TAPS).

- Sylvia Elliott, managing attorney of the Coach Attorney Team, worked closely with representatives of the Michigan State Police Criminal Interdiction Task Force in reviewing non-bias language used to create a book of instructions for 21st Century law enforcement that is culturally sensitive.

MDCR remains an active member of several coalitions and other groups that address issues of common concern. Two of the most prominent include:

Advocates and Leaders for Police and Community Trust (ALPACT) is a coalition of law enforcement, advocacy and civil rights groups. Sylvia Elliott, David Stringer, Cathy Milett, Lekan Oguntinyinbo, and Hector Shamley ably represent MDCR in this coalition. ALPACT examines issues affecting police and community relations and the discriminatory enforcement of laws such as racial profiling, police discretion and the use of force. Other issues addressed include recruitment and training, citizen complaints, processes, community partnering, and police leadership and management of disciplinary practices. The coalition works to provide educational information on racial profiling and proposes legislative strategies to address data collection.

Michigan Alliance Against Hate Crimes (MIAAHC) is a partnership between the Michigan Civil Rights Commission and Civil Rights Department and the United States Attorneys from the Eastern and Western Districts of Michigan that brings together a coalition of more than 70 federal, state and local law enforcement, civil and human rights organizations, community and faith-based groups, educators, victim support groups and anti-violence advocates working together to ensure a complete and effective response to hate crimes and bias incidents. The alliance

is committed to supporting victims of hate crimes and providing assistance to community partners in education and prevention initiatives. MDCR Partnership Team Coordinator Cathy Milette has coordinated this coalition since its inception.

September 11, 2001 and its Aftermath.

For the past 10 years, the Michigan Department of Civil Rights has been an agency ahead of its time. It has placed a premium on expanding its network of relationships with community groups, civil rights organizations and law enforcement agencies. Indeed, for many years the Department worked diligently to build close relationships with various ethnic and religious groups around the state. Several years ago, MDCR Director Dr. Nanette Lee Reynolds appointed an Arab American liaison to work closely with Arab American communities around the state. The events of September 11, 2001 aptly demonstrated the wisdom of Director Reynolds' vision.

So when the attacks of September 11 occurred, the Department was ready. It leveraged the close relationship it had built over the years with law enforcement agencies at the federal and local levels. The Department had also carefully nurtured its relationship with various ethnic groups around the state, building a high level of trust. So when the tragedy of September 11 occurred, MDCR colleagues stood ready to step in and make a difference.

There was a flurry of complaints about racial profiling and concerns about retaliation by Arab Americans and Asian Americans after the attacks. MDCR officials held several meetings with Sikh community leaders and the community at their Gurudwaras (houses of worship). Members of that community had expressed concerns about being singled out at airports and having to take off their turbans when going through metal detectors. This latter act

was considered an affront to their religious practices. MDCR colleagues arranged for meetings between local Sikhs and officials from the U.S. Immigration and Naturalization Service (INS), the U. S. Department of Justice, and airport authorities. The panel meetings helped build closer relationships with this small but emerging religious and ethnic group.

The September 11 attacks spurred MDCR colleagues to work aggressively to build even stronger bridges with law enforcement agencies, businesses and various religious and ethnic groups. Particularly noteworthy was a December 3, 2001, forum convened by the Michigan Civil Rights Commission to address issues of racial profiling in the wake of the September 11 attacks raised by several ethnic groups, including Arab Americans and Asian Americans. Representatives from the FBI, the INS, the Michigan State Police and the Detroit Metro Airport sat on a panel that fielded questions about the concerns. It also provided an opportunity for many of the concerned groups to expand their contacts.

Some other outreach activities in response to the September 11 attacks included the following:

- MDCR colleagues made a presentation before Islamic leaders and the members of their mosque at the Islamic center in



MDCR sought to raise its profile significantly this past year, in part by being present at community events, such as the annual Mexican-American festival in Clark Park in Southwest Detroit. Digna Muniz, Lydia Morales and Danette Duron-Willner oversaw MDCR's booth.

East Lansing, as well as a presentation to the Pakistani Muslim group in the Greater Lansing area.

- Pravina Ramanathan, MDCR's Asian American liaison, helped organize a panel discussion for an American Muslim Women's organization in metro Detroit. The panel consisted of representatives from the U.S. Justice Department and MDCR.
- There were also presentations before leaders of Hindu and Bangladeshi groups on civil rights. MDCR colleagues attended peace meetings sponsored by the Michigan regional office of the Anti-Defamation League, the American-Arab Anti-Discrimination Committee and Arab Community Center for Economic and Social Services. Several colleagues participated in the open house of an Ann Arbor mosque and the grand opening of a mosque in Fenton, Michigan. In December 2001, they also participated in the Governor's office initiative regarding school curriculum diversity after September 11.
- Representatives from MDCR attended periodic meetings at the Arab Community Center for Economic and Social Services (ACCESS), a Dearborn-

based organization that provides valuable social services to immigrants and Arab Americans. Among the meetings was a public hearing on the ethnic profiling of Arab Americans sponsored by State Representative Samuel "Buzz" Thomas III. MDCR also offered a presentation of its services to the staff of ACCESS.

- At the urging of Director Reynolds, MDCR teamed up with the midwest regional office of the American Arab Anti-Discrimination Committee (ADC) to review hundreds of racial profiling complaints in the wake of the September 11 attacks.
- Director Reynolds participated in many of these meetings and activities. She also had meetings with the director of ACCESS and attended meetings in Farmington Hills with members of the Sikh community from southeast Michigan. She spoke at a banquet sponsored by the Michigan Women's Chapter of the American Muslim Council. She did all of these while also participating in numerous meetings with civil rights groups and representatives of law enforcement about the fall-out from the attacks of September 11.



A cross section of the members of the public who attended the public hearing about racial and ethnic profiling.

Education

MotorCity Casino

The Michigan Department of Civil Rights (MDCR) and MotorCity Casino (MCC) teamed up to design the curriculum and present a model Civil Rights Law and Diversity training program for MCC Associates. These training sessions began in October 2001 and continued through September 2002. A large team of MDCR colleagues helped conduct the training. These included June Adkins, Warren Bonam, Tracy Buchanan Brown, Donna Budnick, Harold Core, Kathy Dominguez, Sylvia Elliott, Alberto Flores, John Golaszewski and Donna Harahuc. Others were Howard Jackson, Renee Kenyon, Linda McLin, Lynn McNamara, Cathy Milett, Virgil Petty, Kylie Piette, Pravina Ramanathan, Leila Saba-Hanna, and Hector Shamley.

More than 2,300 MCC associates participated in the program. The training sessions elicited comments such as the following: "I came to this class thinking 'what a way to waste a day off' but was pleasantly surprised by the class. I thought I'd be bored senseless, but instead found it to be very interesting and a valuable experience."

The goal of this proactive training has been to promote respect and understanding within the casino for both employees and guests. This was the first attempt by any casino property to institute such a program. It is reported that the sessions have resulted in positive changes of behavior and attitudes within the workplace at MCC.

The success of the program in Detroit has inspired the Mandalay Group, the proprietors of MotorCity Casino, to introduce the program to its other properties in locations such as Las Vegas, Nevada, Elgin, Illinois, and Tunica,

Mississippi. The Illinois Civil Rights Commission will present the program at the Elgin, Illinois property in 2003.

Other presentations of note

Civil Rights Representatives Tom Appel, Julia Almendarez and Mark Bishop as well as Coach Attorney Larry Betz made two presentations in April and May to the Albion Police Department on diversity and civil rights law. The focus was on discrimination and harassment, as well as the role of public service providers. More than 40 public safety officers attended.

Several colleagues from MDCR's Lansing team made a presentation to Refugee Services in Lansing regarding potential discrimination claims. The goal was to help prepare clients of Refugee Services to utilize or avail themselves of MDCR's services. MDCR colleagues also sought to teach the staff at Refugee Services about the importance of respect for people of various cultures and the law regarding religious accommodation. More than 40 professional case managers attended.

Civil Rights Health (CRH): A Community-Based Assessment, a partnership between local communities (Midland, Muskegon and Pontiac), MDCR and Western Michigan University (WMU) received funding from Detroit Entertainment LLC during this fiscal year.

The CRH project was guided by a statewide steering committee made up of MDCR personnel, WMU researchers, and community/city representatives from across Michigan. Alberto Flores, a member of MDCR's Partnership Team, is the project coordinator. He helped establish a network with community leaders and advocacy representatives. He scheduled meetings of the statewide steering committee, public

hearings and focus groups, and facilitated any follow-up between the Department and its community partners.

The objective of the CRH Project was to create and promote a meaningful, non-judgmental, community-based assessment instrument that would allow individual communities - regardless of size, location, or demographic composition - to systematically discern the state of civil rights health in their respective communities. The CRH instrument, which is currently being tested in Kalamazoo, can be an important step toward community-based strategic planning; in particular, it can assist in the identification and creation of benchmarks geared toward the ultimate goal of guaranteed civil rights for all.

Civil Rights, Migrant Workers, and Immigration Law

Each year, approximately 40,000 migrant farm workers travel to Michigan to live and work. They ensure that crops are harvested for sale and consumption throughout the world. For several years the Michigan Department of Civil Rights (MDCR) mailed letters to the law enforcement community

addressing issues such as unlawful discrimination and racial profiling. The letters also served as a reminder about the return of migrant workers to Michigan for the agricultural season.

MDCR officials decided to take a new approach in 2002 by teaming up with the Michigan Association of Police Chiefs to write a special training bulletin addressing migrant farm workers' issues and law enforcement. To accomplish this task, MDCR brought together service providers and related agencies to engage in constructive dialogue and identify specific challenges. Participating agencies included Farm Worker Legal Services, the Immigration and Naturalization Services, the Michigan State Police and the Migrant Services Division of the Family Independence Agency (FIA).

Cultural Competency Building

Building Cultural Competency, An Experience With Five Michigan Ethnic Groups is a workshop focused on understanding the complexity, challenges, and issues of various cultures. The workshop focuses on five ethnic groups: African Americans, American

Indians, Arab Americans, Asian Americans, and Latino Americans. The presenters of this traveling workshop are Hector Shamley, Donna Budnick, Leila Saba-Hanna, Pravina Ramanathan and Alberto Flores.

During the summer of 2002, MDCR cultural liaisons developed and designed this program to enhance the skills, knowledge, abilities, behaviors and traits that would enable their colleagues to understand



Members of MDCR's Partnership Team following a presentation on cultural competency.

and work effectively in cross-cultural situations. In September 2002, the workshop was presented to more than 100 senior/elder service providers at a Michigan Hispanic and Indian Elders Conference in Lansing. The workshop, which featured Director Reynolds as the luncheon keynote speaker, was the first of its kind and was funded in part by the Michigan Office on Services to the Aging.

Contract Compliance Team

The Office of Contractual Business Services (OCBS) was renamed the Contract Compliance Team (CCT) during this fiscal year. CCT provides a broad variety of services to prevent and eliminate discrimination in the business culture. Working with employers, entrepreneurs and those seeking to do business with the State of Michigan, CCT focuses on four areas: litigation prevention through education and outreach, regulatory reduction, business liaison and fair enforcement.

In an effort to prevent litigation due to civil rights violations, CCT works with the business community, private and public groups and organizations to facilitate diversity in job training and work force development programs. CCT assists in designing EEO strategies for business and industry; proposes industry trade agreements to assure satisfaction of equal opportunity law requirements while meeting skilled work force demands; encourages contractors to provide apprenticeship opportunities and to develop awareness programs to inform students about employment opportunities in the construction industry.

The equal employment practices of all contractors, vendors, sub-contractors and suppliers doing business with the State of Michigan and/or its political sub-divisions are subject to review by the Michigan

Department of Civil Rights (MDCR). Where the contract exceeds \$250,000, these companies are required to have a Certificate of Awardability issued by MDCR. The employee profiles of these companies are reviewed by the Contract Compliance Team to determine if they are eligible for the awarding of state contracts. Coordination of Michigan's certification program for enterprises owned by persons with disabilities is another function of the CCT. State of Michigan certification increases the opportunity for these businesses to participate in state procurement.

During the 2001-2002 fiscal year, CCT colleagues June Adkins, Jumaluddeen Al-Mahdi, Elaine Banks-Knall, Ken Tyson Jr, and Felicia White completed approximately 1,252 contract compliance reviews and performed 27 on-site reviews. Of all the reviews, 1,147 companies received a *Certificate of Awardability* and 105 companies were determined ineligible for one of these reasons:

1. The contractor's workforce did not meet the reasonable representation standard.
2. The certification review form was not returned.
3. The contractor failed to provide sufficient information to complete the certification review process.

One hundred and eleven out-of-state companies were reviewed during the fiscal year, including one from Montreal, Canada. In contrast, in the previous fiscal year 1,173 reviews were completed. Of these, 81 were turned down for the reasons listed above.

CCT received six applications from businesses seeking the persons with disabilities business enterprises certification during the reporting period. Two requests were approved, and four were denied.

External Relations

Relationship building is a critical part of MDCR's attempt to execute its mission. Constantly, MDCR colleagues work at building new relationships and partnerships with a broad spectrum of organizations throughout the state. This past fiscal year was no exception.

Several MDCR coach attorneys took part in outreach and education activities around the state and the country. Coach Attorney Larry Betz worked closely with the City of Dallas, Texas Fair Housing agency. Coach Attorneys Ann Warner and Elaine Newell helped train investigators with the Washington, D.C. Office of Human Rights and managers from the city of Detroit Department of Transportation. They also worked closely with the Lansing School District, and helped educate law enforcement personnel about civil rights issues. They provided assistance to several local communities in drafting human rights ordinances. Larry Betz was also invited to address the Lansing City Council about sexual harassment and civil rights laws.

After Director Reynolds initiated a collaborative training partnership with the Michigan Department of Community Health's Office of Recipient Rights (ORR), Coach Attorney Elaine Newell coordinated MDCR's efforts to develop training projects. Through this partnership, the ORR and the MDCR work together to protect the civil rights of recipients of mental health services. The partnership was the outgrowth of a promise made by Director Reynolds at an October 2001 speech in Grand Rapids.

In addition to their outreach and education activities, MDCR coach attorneys have leadership roles in community, professional and civil rights organizations. Michael Pelot was elected to represent the 30th Circuit (Ingham County) on the State Bar

Representative Assembly and Sylvia Elliott replaced former MDCR Chief Deputy Director Beverly Beasley Knight as a member of the Open Justice Commission. Serving as MDCR's managing attorney of CAT, she also serves on the Detroit Branch NAACP Legal Redress Committee. Larry Betz was elected Parliamentarian for the governor's Inter-State Indian Council. Ann Warner serves on several boards and commissions, including the Michigan Chapter of the National Association of Human Rights Workers.

The Kalamazoo team continued building relationships with area organizations, such as the newly opened Fair Housing Center of Southwest Michigan, the Disability Resource Center and the City of Kalamazoo. The Kalamazoo community is using the Civil Rights Health assessment which was developed through the Civil Rights Health: A Community-based Model project.

Alberto Flores of MDCR's partnership team took part in the Michigan State Planning Body (MSPB) that was convened to recommend a reconfiguration in the way legal aid services are provided to Michigan residents. This body has met since December 2001 and was able to negotiate a plan with the Legal Services Commission (LSC) to ensure that legal services are accessible to all residents of Michigan.

Expanded Community Liaison

In 2000, Director Reynolds appointed colleagues to serve as community liaisons to establish formal relationships with governmental units in 15 of the original communities visited by the Director on a 23-city tour in 1999. Liaisons offer community-building techniques and identify networking opportunities for sharing resources that encourage

partnerships around common issues. There are now 17 liaison communities, which include:

Adrian—Julia Almendarez
 Alpena—Wyvette Vanderson
 Ann Arbor—Renee Newell
 Battle Creek—Armando Garcia
 Benton Harbor—Walter Herbert
 Chippewa County—John Rodman/Donna Budnick
 Holland—Patricia Barrera
 Jackson—Mark Bishop

Mackinac County—John Rodman/Sara Freeland
 Midland—Andrea Cluley
 Monroe—Carla Coleman
 Mount Clemens—Janet Dillard
 Mount Pleasant—Donna Budnick
 Muskegon—Kylie Piette
 Pontiac—Greg Petty
 Port Huron—Kerry Bernard
 Ypsilanti—Barbara Murphy

Federal Contracts

Federal Contracts Increase for FY 2002

MDCR's total federal funding for fiscal year 2002 was \$1,240,333, an increase of \$416,782 over fiscal year 2001. Funding increased largely due to a focus on contract compliance, as well as enhanced monitoring and measurement methods through the Contract Management System, MDCR's internal database, and federal databases.

Both the US Department of Housing and Urban Development (HUD) and the US

Equal Employment Opportunity Commission (EEOC) have determined that Michigan's civil rights laws and the enforcement of those laws are substantially equivalent to Federal civil rights laws and their enforcement by HUD and EEOC.

Because MDCR is charged with the enforcement of the Elliott-Larsen Civil Rights Act # 453 and the Michigan Persons with Disabilities Civil Rights Act # 220, MDCR has been awarded contracts by both the HUD and EEOC to investigate dually filed cases under the federal laws enforced by those agencies.

EEOC Contract

As a Fair Employment Practices Agency (FEPA), MDCR investigates dually filed employment cases under contract with EEOC. Those cases are dually filed under state law and Title VII, US Civil Rights Act; the Americans with Disabilities Act; and/or the Age Discrimination in Employment Act. MDCR is the only FEPA in Michigan.

EEOC CONTRACT COMPARISON					
FY 2002 Initial contract		Received upward modification*		Total	Increase over 2001
\$420,100		\$351,500		\$771,600	\$502,700
832 cases	\$416,000	703 cases	\$351,500	1535 cases	1000 cases
62 intakes	3,100			62 intakes	34 intakes
training	1,000				535 cases
					28 intakes

*MDCR completed 1,535 cases during this fiscal year. The Department had initially received a contract from EEOC to investigate 832 cases for the fiscal year. MDCR was also contracted to take 62 complaints (intakes) that are jurisdictional for EEOC only.

HUD Contract

As a Fair Housing Assistance Program (FHAP), MDCR investigates dually filed housing cases under contract with HUD. These cases are jointly filed under state law and Title VIII, Fair Housing Act.

MDCR is the only FHAP in Michigan. During FY 2001-2002 MDCR received a HUD contract totaling \$485,333 and completed 140 housing cases. Those numbers were significantly higher than the previous year's, where the numbers were \$320,851 and 129 housing cases, respectively.

HUD CONTRACT COMPARISON				
FY2002 Contract Negotiations		2001 Contract		Increase over 2001 Contract
\$485,333		\$320,851		\$164,482
140 cases	\$252,000	129 cases	\$235,200	11 cases
2 charges included		3 cause cases included		2 charges
Administrative costs*	32,850	Administrative	20,217	
Special enforcement*	64,760	Special enforcement	40,434	
Training*	25,000	Training	25,000	
Partnership*	60,723			Partnership*
Aged case funding*	50,000			Aged case funding*

**Receipt of total amount depends upon work approved and performed through June 2002.*



Civil Rights Operations Director George Wirth, Office of Management Services Director Dan Bojalad, and OMS Manager Carl Dendrinis at a LINC Team meeting. Herman Green, a Grand Rapids team coordinator, is in the foreground.

Appropriation

Current Appropriation

MDCR continues to get high marks from the state auditors for the fiscally efficient manner in which the Department is run. The audits are bi-annual. EEOC and HUD officials, who contract with MDCR, also commended the

Department's monitoring of its contracts. Indeed, an on-site visit by an official from HUD's regional office in Chicago earned the Department praise in all areas.

	GF-GP Funding	Federal Funding	Total Funding
Original Appropriation	14,593,000	934,000	15,527,000
Adjustments:			
Adjustments to Federal Funding		322,933	322,933
Executive Order Reduction	(260,000)		(260,000)
Adjusted Balances	14,333,000	1,256,933	15,589,933

Appropriation History

	GF-GP Funding	Federal Funding	Total Funding
1998	13,003,700	1,482,376	14,486,076
1999	12,074,100	1,269,170	13,343,270
2000	14,739,300	481,320	15,220,620
2001	14,266,900	823,550	15,090,450
2002	14,333,000	1,256,933	15,589,933

MDCR Records Center

MDCR's Problem Resolution Process is served by a central Record Center that contains:

- Over 1,200 original complaint master files current and up to one year from closing date
- Any statements of concern that have resulted in paper files, up to one year from closure
- FOIA files for one year from creation
- Copies of dually filed employment complaints being investigated by EEOC, until one year from closure at EEOC
- Records regarding state contractors certified to do business with the state of Michigan within the past five years



Director Reynolds poses with two of the Department's longest serving colleagues: Geneva Kennedy and Charles Edmonson. Both had been with the Department for more than 30 years.

The Records Center obtained a brand new carousel filing system with the move to Cadillac Place in Detroit in April 2002. The filing system is composed of three units. They are maintained by the Records Center, which purges the files monthly in accordance with retention schedules. Purged records are sent to a central storage facility for the remainder of their shelf life.

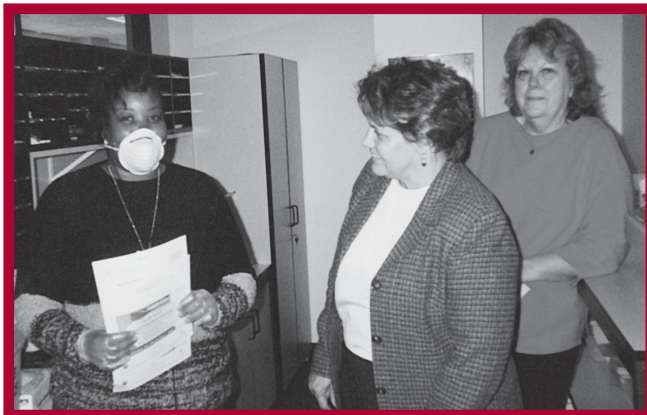
The Records Center team manages two databases, MDCR's Contact Management System (CMS) and the Charge Data System (CDS), which is shared with EEOC. It has input into a third database, TEAPOTS, which is shared with HUD. In addition,

the team assists in data retrieval under the Freedom of Information Act (FOIA), filing and coordinating communication between MDCR and its two federal contract agencies, HUD and EEOC.

Mail processing became a special concern after the September 2001 anthrax attacks. The Records Center team is made up of Team Coordinator Lydia Morales, Debra Bell, Candice Butler, Rochelle Ricks, Susan Nelson, Trasonya Felton, and Catherine Colbert. They and other administrative support colleagues throughout the Department deserve special thanks for handling the mail with professional aplomb during this trying year.



Administrative support colleagues Debra Bell, Lena Scott and Carol McCurdy at the annual gathering of MDCR's Administrative Support Group.



Sheila Hursey, left, pictured with Kathy "K.D." Dominguez and Wanda Saxson, oversaw the task of handling and opening all pieces of mail that came to MDCR's executive office during the Anthrax scare.

Office of Workplace Learning

In-service and new employee training are key objectives for MDCR's Office of Workplace Learning (OWL). The goal of the training is to enhance the professional and personal development of all MDCR colleagues. OWL aligns all training with the mission, vision and goals of the Department. OWL assists with conference and meeting planning while maintaining a training/lending library for our colleagues. OWL also administers MDCR's training and educational funds. Despite economical constraints, MDCR continues to put a high priority on educating its employees. During this fiscal

year, OWL has focused on increasing the computer and technical skills of MDCR colleagues. MDCR also teamed up with external customers such as the National Association of Human Rights Workers, the Labor and Employment Law Institute, the Detroit office of the Equal Employment Opportunity Commission, Motor City Casino in Detroit, and the Office of Recipient Rights in the Michigan Department of Community Health, among others, to share our resources and information. OWL coordinated 122 training sessions during this fiscal year.



Members of MDCR's diversity training team at Motor City Casino. Left to right, Hector Shamley, Kathy "K.D." Dominguez, Al Flores, Rosemary West-Bowlson, Donna Budnick, and Motor City Casino Colleague Lynette Thayer.

Contact Management System (CMS)

The Contact Management System (CMS), launched in August 2000, is a database application designed to automate the Department's business processes. A second phase that was begun in fall 2000 ended on September 30, 2002.

Among the outcomes of the second phase are:

- An upgrade of hardware needed to support the new application
- An improvement of reporting and measurement capabilities

- Modification of existing output documents to meet user needs and new state requirements

- Expansion of the number of output documents available to improve productivity through automation

The third phase of the CMS project will focus on enhancing user knowledge as well as ongoing improvements in application functionality.



Bobbie Curtis, a civil rights representative in Grand Rapids, got a chance to meet and pose for a photo with one of her life-long heroes: Julian Bond, chairman of the NAACP.



Detroit Civil Rights Representative Jackie Riipa poses with some flowers on her last day at MDCR. She retired after more than 25 years of service at MDCR.

Office of Human Resources

The Office of Human Resources (OHR) is responsible for all human resource matters within the Department. OHR colleagues work collaboratively with the State Department of Civil Service and the State Employer to effectively carry out the personnel functions for MDCR. OHR is responsible for the following areas of responsibility:

- Position classification
- Employee relations/labor relations
- Disability management
- Recruitment and selection
- Policy development
- Human resources system processing
- Performance management
- Compensation management

MDCR lost 35 colleagues to the State's early retirement program during this last fiscal year. These colleagues had collectively given 1,000 years of public service to the Department. On the heels of the early retirements, the Department collapsed several administrative responsibilities and did not fill several managerial positions. Among the positions that went unfilled were those of the chief deputy director, the Commission case counsel, the director and deputy director of the Contract Compliance Team and two civil rights managers. Instead of filling these positions, the Department concentrated on hiring more civil rights representatives, who have direct interface with the public. MDCR now has 147 colleagues compared with 169 in the previous fiscal year. In all, 20 new colleagues were hired during the fiscal year. In spite of this staff reduction, MDCR remains a very diverse organization.



Florine Davis of MDCR's Office of Human Resources is serenaded by former Detroit Police Chief Isaiah "Ike" McKinnon at the ASG retreat.

Hires (Oct. 1, 2002-Sept. 30, 2002)

Name	Date	Location	Classification
Carol Baxter	10/15/01	Civil Rights Operations-Lansing Kalamazoo Office	Secretary
Olalekan Oguntinyinbo	10/15/01	Executive	Public Information Officer
Jean Kordenbrock	10/22/01	Women's Commission	Director, Women's Commission (Unclassified)
Lucy Robinson	10/29/01	Civil Rights Operations-Lansing Grand Rapids Office	Secretary
Julia Almendarez	11/05/01	Civil Rights Operations-Lansing Lansing Office	Civil Rights Rep
Kelvin Campbell* *Resigned 04/12/02	11/08/01	Civil Rights Operations-Lansing Lansing Office	Civil Rights Rep
Andrea Cluley	01/07/02	Civil Rights Operations-Lansing Saginaw Office	Civil Rights Rep
Candice Liggons-Butler	01/07/02	Management Services	General Office Assistant
Megan Moore	01/07/02	Women's Commission	Student Assistant
Angela Ripinski	01/07/02	Women's Commission	Student Assistant
Kellie Arman Schone* *Resigned 06/28/02	03/18/02	Civil Rights Operations-Detroit	Civil Rights Rep
Rochelle Ricks	04/15/02	Management Services	General Office Assistant
V. Stacy Cobb	06/24/02	Civil Rights Operations-Detroit	Civil Rights Rep
Sara Freeland	06/24/02	Civil Rights Operations-Lansing Traverse City Office	Civil Rights Rep
Christina Guerrero	06/24/02	Civil Rights Operations-Detroit	Civil Rights Rep
Linda Kellum	06/24/02	Civil Rights Operations-Lansing Kalamazoo Office	Civil Rights Rep
Ismat Lal	06/24/02	Civil Rights Operations-Lansing Lansing Office	Civil Rights Rep
Dana Wolfe	06/24/02	Civil Rights Operations-Detroit	Civil Rights Rep



New MDCR colleagues attend an orientation. From left to right are, Christina Guerrero, Andrea Cluley, Candice Butler, Rochelle Ricks, and Sara Freeland.

Name	Date	Location	Classification
Richard Talley	07/22/02	Civil Rights Operations-Detroit	Civil Rights Rep
Taj Williams	08/05/02	Civil Rights Operations-Detroit	Civil Rights Rep
Felice Howard	09/16/02	Civil Rights Operations-Lansing Saginaw Office	Civil Rights Rep
Tyra Khan	09/16/02	Civil Rights Operations-Lansing Saginaw Office	Civil Rights Rep
Jenni McGuire	09/02/02	Civil Rights Operations-Detroit	Civil Rights Rep

Recall

Kenneth Tyson	09/02/02	Civil Rights Operations-Detroit	Civil Rights Rep
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Retirements

Name	Date	Location	Classification	Years of State Service
David Craig	06/26/02	Civil Rights Operations-Detroit	Civil Rights Rep	27+
Kathleen Dominguez	06/28/02	Office of Workplace Learning	Director, OWL	31+
Mary Hogan	06/28/02	Civil Rights Operations-Lansing Operations-Lansing	Director, Civil Rights	31+
Beverly Beasley-Knight	06/28/02	Executive	Deputy Director	26+
Jacquelyn Riippa	06/28/02	Civil Rights Operations-Detroit	Civil Rights Rep	28+
Timothy Ruby	06/28/02	Civil Rights Operations-Lansing Flint Office	Civil Rights Rep	28+
Louis Osterhous	07/31/02	Civil Rights Operations-Lansing Grand Rapids Office	Civil Rights Rep	26+
Susan Flemming	08/30/02	Civil Rights Operations-Lansing Flint Office	Civil Rights Rep	29+
Thomas Appel	09/30/02	Civil Rights Operations-Lansing Traverse City Office	Civil Rights Rep	23+



Tom Appel, MDCR's Traverse City representative, and Art Stine, the Department's legislative liaison, at the all-agency event.

MDCR Publications Available

Public Act 453, Elliott-Larsen Civil Rights Act

Public Act 220, Persons with Disabilities Act

Annual Report

MCRC Michigan Law Poster

(also available in Spanish and Arabic)

Pre-Employment Inquiry Guide

Commission Newsletter

Unlawful Sexual Harassment

CIVIL Rights Questions and Answers

Bill of Rights and Responsibilities

Complaint Resolution Options

Bias Crime Response Task Force Final Report

Dealing with Unlawful Discrimination on Campus

Pregnant Worker's Rights

Help Wanted: Non-Discriminatory Advertising

Fair Housing is Your Right

Publications for Children

We can All Play Together for lower elementary students

What Is Discrimination? For upper elementary students

Civil Rights Answers for Teens for middle and high school students

To order publications, please call: 1-800-482-3604

Service Options

STATEMENT OF CONCERN (SOC) — A document prepared in early evaluation or resolution that describes the reason for the customer contact.

MEDIATION — An alternative dispute resolution for concerns brought to the Michigan Department of Civil Rights by its customers. All complaints filed with MDCR are potentially subject to voluntary mediation.

REFERRAL — An option offered when services provided by MDCR cannot appropriately address a customer's needs or concerns. The Department will provide a referral to more appropriate services when possible.

EDUCATION AND OUTREACH — A variety of initiatives to prevent unlawful discrimination at places of employment, schools and communities at large.

INFORMATION — Information disseminated by MDCR, including publications, that helps prevent unlawful discrimination at work, school and in Michigan communities.

COMPLAINT RESOLUTION — A set of guidelines followed by colleagues of the Michigan Department of Civil Rights that includes offering mediation, conducting an investigation, preparing evidence analysis and making an outcome determination.



Toll Free: 1-800-482-3604
Web site: www.michigan.gov/mdcr
TTY: 1-877-878-8464